



TEAMSTER

Northern California

Serving more than 70,000 Teamsters and their families

Volume 48, Number 4

October/November 2003

Teamsters urged to oppose recall

The last court has ruled and the recall election is on for Tuesday, October 7. We urge you to go to the polls and vote NO on the recall! Here are just a few of the issues:

Cost: The special election will cost state and county governments upwards of \$65 million. This money could have been spent on hiring 2,000 teachers, construction workers or police officers.

Lawsuits: Between outdated voting systems, fewer polls being open, a confusing ballot and an untried process, this particular election won't be over after the ballots are counted. Twelve lawsuits were filed in advance, and more are sure to come after the election.

Democracy: Nearly eight million people voted last November and elected Gray Davis fair and square. 1.6 million signed petitions to oust him—this is less than the number that originally voted against him.

Scapegoating Davis: Gray Davis may not be Mr. Personality, and he may act slower than we would want, but he cannot be blamed for the federal deficit, the dot-com bust, or loss of manufacturing jobs—caused by bad trade agreements like NAFTA.

Teamster ballot recommendations

Vote NO on the costly recall

Gray Davis has been a governor who supports your rights as a working person—and he has the record to prove it. He's given labor unions a voice in Sacramento and that means the protection of union jobs and wages. The recall is not about democracy—it's about anti-union extremists who see an opportunity to take control of our state. Recalling the governor is a dangerous process. Vote NO!

Vote YES for Bustamante

As a safeguard against the right-wing power grab, vote yes for Bustamante—he's the only candidate who vows to support the issues of working families and unions.

Vote YES on Prop 53

This initiative sets aside specified percentages of General Fund revenues for acquisition, construction, rehabilitation, modernization, or renovation of infrastructure. A YES vote on Prop 53 protects Teamster jobs.

Vote NO on Prop 54

This initiative bans any state or local agency from collecting or using information about race or ethnicity—making it impossible to learn if there are real differences between racial and ethnic groups in healthcare, disease patterns, educational opportunities and academic achievement. Prop 54 denies doctors, educators and police the information they need to address problems. Vote NO.

The candidate circus: Schwarzenegger's campaign is being run by notoriously anti-union former Governor Pete Wilson, and Tom McClintock never saw a union issue he could support. The other 135 candidates include child actors, pornographers, comedians, and everyday folks who just wanted to see their name in print.

Laws Signed: Governor Davis has signed important laws that Wilson vetoed or gutted. These include restoring the 8-hour day, raising unemployment, workers comp and disability benefits, and increasing funding for roads, bridges, water projects and schools. Davis has also named at least 150 union leaders and members to key jobs and commissions, ensuring that the interests of working people are represented.

**For your jobs,
for your family,
for democracy,
—vote NO on the recall.**

Labor wins health care victory for working families

Labor's number one legislative priority for 2003—Health Care For Working Families (SB 2—Burton)—has been passed by the legislature and is now awaiting Governor Davis' signature.

This bill, also known as "Pay or Play," compels employers to either provide health insurance or pay into a purchasing pool to buy health coverage.

More than one million working people and their families will get health coverage because of SB2. This bill ensures that large companies, like Wal-Mart, must pay their fair share.

Taxpayer-funded programs currently provide health care to uninsured workers and their children. SB 2 will save the state at least \$600 million annually because at least 650,000 uninsured Californians will no longer have to rely on government programs.

Unions worked hard for passage of SB2. This bill will make a big difference for our trust funds, for our employers, and for a million low-wage workers and their families.

What does SB 2 mean for workers?

- ◆ SB 2 will extend coverage to between 1 million and 1.5 million workers and their family members, including 200,000 children.
- ◆ Coverage will include a basic health care package plus prescription drugs.
- ◆ Employers must pay 80% of the premiums but could choose to pay as much as the full amount.
- ◆ Employee contributions are capped at 20% of the premium. For low wage workers (those who earn below 200% of the Federal Poverty Level), their share is capped at 5% of their wages.
- ◆ Collective bargaining agreements are exempt from SB 2.

Who does SB 2 cover?

- ◆ Employees who are working for employers with over 200 workers will be eligible for family coverage as of January 1, 2006.
- ◆ For employees working for employers with between 20 and 199 employees, workers will be eligible for worker-only coverage as of January 1, 2007.
- ◆ Employers with 20-50 workers are exempted from the fee, until a tax credit to provide assistance to such employers is enacted by 2007. Employers with less than 20 employees are exempted altogether.
- ◆ Workers must work at least 100 hours per month for at least 3 months, for one employer.
- ◆ Temporary agencies and farm labor contractors are considered employers under SB 2.



YOUR LEGAL RIGHTS

Law limits employer's ability to take deductions from wages

This article is a continuation of the series of articles dedicated to employee rights under California State Law. We briefly discuss here some of the more important questions that arise when deductions are made from your paycheck.

Generally, California law prohibits employers from withholding money from wages for cash shortages, breakage, property damage or loss of equipment. There are exceptions, however, where the employer's loss results from employee theft, an intentional act of destruction, or gross negligence.

The employer has the burden of proving the exceptions; the law presumes the exceptions are not applica-

From the Law Office of Beeson, Tayer & Bodine

This commentary is not to be construed as legal advice. Specific legal questions may be directed to the law offices of Beeson, Tayer & Bodine or your own attorney.

ble in the absence of clear proof to the contrary. If an employer is unable to take advantage of one of these exceptions and there is no other legal justification for withholding, deductions from wages expose the employer to liability for lost wages and waiting time, and in some cases, for defamation.

This *does not* mean that the employer cannot discipline employees

for misconduct. It *does* mean that unless the employee consents, deductions from wages cannot be made to pay for damages caused by the misconduct.

Deductions from wages for repayment of a loan from the employer are not permitted unless the employee authorizes the withholding in writing. This is the rule even with respect to a final paycheck upon the employee's termination. An unpaid loan simply places the employer in the position of a creditor, as though the employment relationship never existed.

A different situation is created, however, as to child or spousal support ordered by a court. An employer may be ordered to withhold a specified amount from wages for these purposes. Similarly, garnishment proceedings can result in a court order requiring withholding from wages to

pay an employee's debt. The law prescribes the maximum deduction that may be made in these situations, which in the case of garnishment is either 25% of the employee's take-home pay, or any additional amount that exceeds 30 times the federal minimum hourly wage.

If there is a dispute over the amount of wages that are due and owing, the employer must pay all that is conceded to be due, thus leaving the employee to proceed against the employer for the disputed remainder. This ordinarily means through filing a grievance where a collective bargaining agreement is in effect.

Keep in mind that the law requires a written account of all deductions with each paycheck. If there is a deduction that appears to be wrong, check with your business agent or family attorney.



TAP NEWS

DOT rule changes protect some workers

Employees in transportation industries who may naturally produce highly dilute urine specimens have new protections from the DOT.

The Department of Transportation, Office of the Secretary, Office of Drug and Alcohol Policy Compliance issued an interim final rule (IFR) that will protect employees unfairly found to have violated the Department's regulations.

What began as a crusade from a United Airlines flight attendant finally resulted in this IFR. The flight attendant was found to have "diluted" her urine specimen because the creatinine level was too low. She was terminated when the medical review officer (MRO) determined that she had either substituted or intentionally diluted her specimen.

This woman fought her dismissal and took her case directly to the Department of Transportation and to an arbitrator. Ultimately, she prevailed in getting her job back and, more importantly, changing the way "dilute" urines are determined.

Dilute tests redefined

The IFR expands the definition of "dilute tests" and changes the amount of the chemical called creatinine in a urine specimen triggering a finding that the individual has refused to take a drug test. The new rule took effect immediately when it was issued on May 28, 2003.

"Based on our drug testing experi-

ence and recent scientific and medical information, we have concluded that we should change the way we treat highly dilute specimens," said Ken Edgell, Acting Director of the Department's Office of Drug and Alcohol Policy Compliance. "We want to take every precaution to ensure that a transportation employee cannot be charged unfairly with having substituted some other substance for his or her urine specimen."

Previously, a urine specimen with five milligrams of creatinine per deciliter of urine or less was regarded as "substituted." A "substituted" test is considered a refusal to take a drug test, a violation of US DOT rules equivalent to failing a drug test and often deemed by employers as worse than failing when the employee was randomly tested.

Now, when a laboratory reports a specimen as substituted, the MRO will consider the specimen to be "dilute" if the creatinine concentration is two milligrams per deciliter of urine or higher.

Dilute specimens will not cause the employee to be regarded as violating the regulation. However, employees who provide dilute specimens in the two-to-five-milligram-per-deciliters range (2-5 mg/dl) will have to undergo an unannounced immediate re-collection under direct observation, as a safeguard for the integrity of the testing program.

APPLY NOW



**CONTACT
YOUR LOCAL FOR AN APPLICATION**



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AROUND THE LOCALS

Local 484 hosts Bakery & Laundry conference

More than 100 delegates representing Bakery and Laundry Locals from the U.S. and Canada met in San Francisco in July for five days of meetings to network, share ideas and lend support to each other. "These annual meetings always pay off for our members," said Local 484 Recording Secretary John Bottali. "We get better contracts when we know how large employers have dealt with negotiations in other cities, and it always helps to renew the commitment of other Locals to extend picket lines when necessary."

International Vice Presidents Chuck Mack, Randy Cammack and Jim Santangelo addressed the delegates, as did San Francisco Mayor Willie Brown.



Local 484's Bottali introduces Mayor Brown to the delegates

Teamsters say NO to Wal-Mart Discrimination



Officers and members from Local 70, 78 and the Alameda County Central Labor Council joined with women's groups in denouncing gender discrimination at Wal-Mart in San Leandro. The July 24 rally was held in conjunction with the filing of a federal lawsuit charging Wal-Mart with discrimination against women in pay and promotion.

Mack honored by Black Caucus at national meeting

The Teamsters National Black Caucus honored Joint Council 7 President Chuck Mack at its Annual Convention held in August in Jackson, Mississippi. Mack, along with Ken Hallowell, retired Secretary-Treasurer of Team-

sters Local 247, and Joe Yeoman, President of Teamsters Local 331, received the Crystal Clydesdale award.

The three were recognized for their contribution to the Teamsters Union and the TNBC. All have long been en-

gaged in the struggle for equal rights and for inclusion and diversity, not just in local union membership but in union leadership as well.

Mack was lauded for his work in helping to establish a Northern California Black Caucus Chapter. The effort started three years ago after he returned from a National meeting. "I'd gone to national meetings for years and just assumed we had a chapter," Mack says. "When I found out otherwise, we went to work to make it happen. With several starts and stops, it didn't come easy. But today, the Caucus has 75 members from 10 different locals in Northern California."

"The Northern California Chapter is becoming a force within the National Black Caucus and the Union itself," Mack said. "It has great leadership and vision and a strong commitment to working men and women. California is playing a larger and larger role at the national level as well."

Teamsters National Black Caucus

- To uphold the principles of the Teamsters' movement and to foster the opportunity for all Teamsters to serve in Leadership capacities throughout the International Brotherhood of Teamsters and its affiliates.
- To unite blacks and other minorities, and other persons of good will for promoting cultural, civic, legislative, political, educational, fraternal, charitable, welfare, social and other activities which further the interests of minorities directly or indirectly.
- To assist financially, morally or otherwise, other organizations having purposes and objectives related to this organization.
- To engage in community activities which will advance the interest of this organization and its members in the community and in the nation, directly or indirectly.
- To assist TNBC chapters and the International Brotherhood of Teamsters and its affiliates.
- To organize and educate the unorganized.

Local 856 wins 2-day strike at 16 hotels

Teamsters Local 856 members employed at 16 hotels across San Francisco unanimously voted to accept their new contract on September 17, but it took a two-day strike earlier in the month to get a proposal they could support.

In addition to holding on-going informational pickets over the last six months, in August, more than 350 members of the Teamsters, Hotel Employees (HERE), and United Food and Commercial Workers marched in front of the Stanford Court and the Huntington Hotel on Nob Hill.

Leading the march were presidential candidate Dick Gephardt, Local 856 Secretary Treasurer Mike McLaughlin, HERE General President John Wilhelm, and IBT Vice-President Chuck Mack. All addressed the assembled members at a rally following the march.

At issue in these negotiations were employer-paid medical and retiree health

benefits. If the hotels succeeded in wresting current coverage away from the Teamsters, this would be on the agenda for upcoming negotiations with HERE Local 2 and Stationery Engineers Local 39, which also have this benefit.

When bargaining resumed after the strike, the union was able to maintain fully-paid employer-based health benefits through the life of the agreement. "We also moved the expiration date for the next contract to June—something we've been trying to do since 1967—

giving us greater leverage for our talks next time," said Local 856 Secretary-Treasurer Mike McLaughlin.

Local 856 represents 800 front desk, accounting, concierge and other clerical employees at these 16 hotels, and at several others. The union will begin contract negotiations with the other hotels in December.

"Our members were great, but I really want to thank HERE Local 2 as well," adds McLaughlin. "Their support was key to our success."



Antonio Christian, Local 853's Recording Secretary, is a long-time member of the TNBC National Executive Board as is Local 70's Phil Frost, retired Chief Steward from Albertsons. Jerome Otis, a Local 70 UPS package car driver and President of the NorCal Chapter, was also elected to the National Board at the Jackson meeting.

The TNBC is an outgrowth of the Western Conference of Teamsters Black Caucus, which started in 1964. Not until 1981, however, did the Western Caucus really take root. When it did, it stirred chapter formations across the country and launched the TNBC. At left is the Teamsters National Black Caucus mission statement.



President's Report

by
Chuck Mack

No on Recall — Yes on Bustamante



Labor leaders and politicians flank Governor Davis as he speaks to union members at the Alameda County Fairgrounds on Labor Day.

Teamster local unions across California unanimously recommend that members and their families vote "NO" on the Recall of Governor Gray Davis, and then, just in case, to vote "YES" on candidate Cruz Bustamante.

Lieutenant Governor Bustamante announced his candidacy for Governor when it became evident the Recall was going to qualify for the ballot. While Bustamante is opposed to the Recall, he wanted to ensure that voters had a meaningful choice.

The union's recommendation on the Recall was no great surprise. It formalized what Locals had been telling members for over a month. The support for Bustamante, however, raised some eyebrows. It shouldn't have because it's the smart thing and the right thing to do.

First, it's smart. As much as we might think the Recall is unfair to Gray Davis, an unnecessary expense (at least \$40 million) to taxpayers, injurious to California workers and no way to run a state, the Recall is going to the voters and it could pass.

That being the case, it would be stupid, even irresponsible, to take a walk on the Recall's second question—who should be Governor? Imagine if labor made no endorsement and the Recall passed and Schwarzenegger or McClintock are elected over Bustamante by one or two percentage points. This result would be a catastrophe for workers and a guaranteed attack on overtime after eight, unemployment insurance, workers comp, family medical leave and all the other gains workers have achieved over the last four years.

The Bustamante endorsement was also the right thing to do. Bustamante deserves it.

During his years in the Assembly and as Lieutenant Governor, Bustamante has been a stalwart in the fight for economic justice and workers' rights. Whether it be social insurance, the eight-hour day or the right to organize, we could count not only on his vote, but on his leadership as well.

During this campaign Bustamante has demonstrated time and again that if the Recall is approved, he's the only choice for workers. He is outspoken in his criticism of Wal-Mart, calling the company arrogant and socially irresponsible. And he's promised to oppose cross-border trucking if it poses a threat to workers, highway safety and the environment.

Teamster members expect their representatives to make recommendations on important issues. In the final analysis, they make their own decisions but they want to know their Union's position and why. If the Teamsters had failed to make an endorsement for Governor in the Recall, we would not have met our responsibility to the members.

This is not a question of political parties nor a question of personality. Rather it is a recommendation based on what is in the interest of California workers. It's a question of who will stand up to those forces trying to turn the clock back on worker gains. We urge....

**"NO" on the Recall
"YES" on Bustamante**

Teamsters celebrate 100 years



Observing their union's strong legacy and committing to its powerful future, 4,000 members, retirees and friends of the International Brotherhood of Teamsters gathered in Washington, D.C. on September 6 for an afternoon and evening of reflection, high spirits and camaraderie.



Former President Bill Clinton makes a rousing address.

"The Teamsters Union is a symbol of the human spirit. It is still is, a symbol of the need to stand together for a common purpose."

Substantial portions of the celebration were an overview of the Teamsters' history, appearances by some of the union's leaders, and the presentation of 18 locals celebrating their 100th anniversary with a Lifetime Achievement Award.

Congressman Richard C. Lujan (D-N.M.) and union's endorsed candidate for President Bill Clinton and Vice President Al Gore (N.Y.) spoke forcefully about the challenges facing America. Also present were Congressman John L. Dingell (D-Mich.) and CIO President John Sweeney.

"The Centennial provides an opportunity for us to pause and look back at our accomplishments," says Joint Council 7 President Chuck Mack. "But even more, we need to look forward, to focus on the challenges ahead and strength for the next 100 years."

Bay Area Union Labor Party • Joint Council 7 Endorsements

City of Sunnyvale

Dean Chu (Seat 4)
Otto Lee (Seat 5)
Ron Swegles (Seat 6)
Melinda Hamilton (Seat 7)

City of Gilroy

Peter Arellano
Paul Correa
Bruce Morasca
Lupe Arellano
Mark Dover

Oakland Commission bars Wal-Mart

The Oakland Planning Commission voted unanimously September 17 to recommend passage of an ordinance which would effectively bar Wal-Mart Supercenters from the City of Oakland. The ordinance will go to the City Council for final action in October.

The ordinance bars retail stores over 100,000 square feet that devote more than 10% of their sales floor area to non-taxable grocery items. It does not cover membership stores, such as Costco, multi-vendor markets, big boxes without a substantial grocery component, or standard supermarkets.

The ordinance was introduced at the request of Teamsters Joint Council 7 and the United Food and Commercial Workers by City Council Presi-

dent Ignacio De La Fuente and City Council member Jane Brunner. Local 70 Business Rep. Dominic Chiovare represented the Joint Council.

"This will be the model for other ordinances which we and the UFCW are getting introduced throughout the state," said Joint Council 7 President Chuck Mack.

Similar legislation is pending in Fremont, Pleasanton, and other bay area communities, while Contra Costa County has already passed an ordinance covering its unincorporated areas. Both Gov. Gray Davis and Cruz Bustamante, the fall-back candidate for governor, have promised to sign a similar statewide ordinance barring Big Box grocery stores.



News from Local 70

70 Hegenberger Road, Oakland, CA 94621

October/November 2003

Phone 510-569-9317

Executive Board

Chuck Mack *Secretary Treasurer*
Joe Silva *President*
Milton Lewis *Vice President*
Lou Marchetti *Recording Secretary*
Larry Aiello *Trustee*
Tim Mosier *Trustee*
Emil Radloff *Trustee*

Business Agents

James L. Brown *Dominic Chiovare*
Lawrence Dias *Martin Frates*
Bob Bell
Odus Hall *Business Agent/Organizer*
Lou Marchetti *Dispatcher/BA/Organizer*
Luis Magallon *Conductor*
Phil Frost *Warden*

No on the Recall — Bustamante for Governor

Californians will vote **October 7** on whether to recall Gov. Gray Davis. You will also be asked which of the candidates you want to complete Davis' term if the recall succeeds. **The Teamsters recommend a "NO"**

vote on the recall, and then a vote for **Lt. Gov. Cruz Bustamante** to take over if the recall succeeds. Here are the issues we considered in our recommendation:

"NO" ON THE COSTLY RECALL

- Your NO vote preserves the orderly democratic process. A majority of Californians voted Davis in for a four-year term less than one year ago.
- Rejecting the recall would protect restored overtime, increased unemployment, disability and workers' comp benefits and prevailing wage.
- The special election costs state and county governments—meaning taxpayers—\$60-70 million, which could pay the wages of 2,000 police officers or teachers.
- The recall scapegoats Gray Davis for the poor economy—a national problem—and the criminal actions of Enron and other energy companies.

BUT JUST IN CASE...

Cruz Bustamante

- If recall passes, we still need a Governor who backs pro-worker legislation, such as restoration of overtime, prevailing wage and unemployment pay increases. Bustamante has a 100% track record on these issues.

The other replacement candidates

- Schwarzenegger's brain trust, led by former Gov. Pete Wilson, opposes all pro-worker bills, including restoration of overtime pay and prevailing wage. Arnold says he won't take money from "special interests" but so far, that only means union money. He's taken plenty of anti-union money.
- McClintock opposes all pro-worker bills.

Political Action
by **LOU MARCHETTI**

An historic opportunity

While doing research for our 100th anniversary, I discovered a common thread running through Local 70's history—our commitment to being a powerful force in the political process on the local, state and national levels.

Strong labor laws are the foundation upon which we build at the bargaining table. Workers compensation, overtime pay, worksite safety, and even the right to collective bargaining were hard-won battles achieved through the legislative process. Freed from haggling over these protections during negotiations, we can focus on the benefits and conditions that supplement the law.

Once again, we are at a time when the participation of each and every union member is essential.

The attempted recall of Governor Davis represents the manipulation of a legitimate election by a few wealthy players who do not have the interests of working people at heart. The democratic process itself is being threatened.

Labor re-elected Gray Davis last November. We can be proud of that

because Gray Davis has been a friend to California workers—dramatically increasing benefits for unemployment and workers compensation insurance, signing California's Family Medical Leave Act into law, and other Teamster-sponsored bills.

Not only should Teamsters who care about their jobs and their union vote NO on the recall, but you should also cast a YES vote for Cruz Bustamante, in case the recall effort proves successful. Lt. Governor Bustamante is a proven advocate for labor's causes—he opposes cross-border trucking and promises to sign anti-big box legislation.

Don't be fooled by Schwarzenegger. He has proven through his actions over the years that he is no friend to labor, especially the Teamsters Union.

As we celebrate our 100th anniversary, we need to learn from the past to prepare for the future. Let's make history again by stopping this unjust recall in its tracks so that future generations of Teamsters can build even higher upon the solid foundation we have forged and defended.



Celebrating Labor Day with Local 70

The Alameda County Fairgrounds was the site of the 28th Annual Alameda County Labor Day Picnic, and lots of Local 70 members turned out for a little social time, hot dogs and politics. Governor Davis came to the event, asking for labor's continued support, and Cruz Bustamante was there as well—urging a No vote on the recall, and a Yes vote for himself, in case the recall succeeds.



(Top) Chuck Mack introduces Cruz Bustamante to the crowd at the Alameda County Labor Day picnic. (L to R): John Bradley, Lonnie Ward, President Joe Silva, Art Cicauros and retired Local 70 Custodian Dennis Giorgetti—all enjoying a warm day in Pleasanton.



President's Report

Joe Silva

Economic crisis: *The perfect storm*

We're facing an economic "perfect storm" as increasing unemployment, the business downturn, growing federal and state deficits, outsourcing of manufacturing and professional services, and anti-worker trade agreements converge.

In the early 1990's the Clinton administration had a mantra: "It's the economy, stupid!" The economic crisis of that period was a major factor in the defeat of the first President Bush and Clinton's victory. The statement was accurate then, is particularly appropriate today.

Our economy is struggling to regain the stride it maintained throughout most of the 90's but without much success. We enjoy some tax relief authored by President Bush and approved by the Congress, but unemployment has risen dramatically with over two million jobs lost.

Many of those jobs will not return. Manufacturing jobs and professional services have been transferred to the emerging economies.

In the pipeline are new anti-worker trade deals. Congress recently passed the Chile Free Trade Agreement and the Singapore Free Trade Agreement. President Bush signed both agreements despite the fact that they fail to protect workers' rights. Moreover, they set the stage for future trade agreements which further erode American jobs.

At the same time, interest rates are rising and deficits from expenditures in Afghanistan and Iraq are spiraling out of control. President Bush recently requested an additional \$87 billion for his war efforts. Some economists anticipate \$400 to 500 billion in deficits.

The effort to recall Governor Davis is fueled, at least in part, by the \$38 billion California deficit but the California predicament is not unusual. At least two thirds of all states are experiencing similar budget shortfalls. We are awash in red ink.

We see these problems first hand in Alameda County. Many of our employers are struggling to survive and have laid off employees. Sales are down and costs are up. Job opportunities are diminishing. Workers Compensation premiums increased 50% last year and 20% this year. Health and welfare costs increased in double digits last year and similar increases are expected with our 2004 contract renewals.

Most of these factors are beyond our control but we must address those within our reach. We must redouble our efforts to elect office holders who represent our interests. We must represent our members aggressively and do what we can to lessen the impact of Workers Compensation costs and escalating health and welfare premiums. This challenge requires both diligence and hard work. It's going to be a rough road.

xpedx negotiations start anew

Facing a daunting situation, Business Agent Dominic Chiovare commenced negotiations with xpedx, a division of International Paper. The prior agreement had been extended one year after the parties could not reach a comprehensive settlement and

just expired on September 30. International Paper recently announced the lay-off of thousands of employees throughout the U.S.

We represent three xpedx facilities. Rank and file representatives of these facilities—Jackie Wilson, John Pryor, Ray Guptil and Lorenzo Perez—are participating in the negotiations.

These negotiations take place within the context of a coordinated strategy developed by IBT Warehouse Director, John Williams. Throughout the U.S., Teamster Local Unions are encountering difficult and protracted negotiations with xpedx. While local issues differ from location to location, the issue of adequate employer funding of health and welfare benefits dominate all of these negotiations. Double digit increases in indemnity plans and health maintenance organizations (Kaiser, Pacific Care, Health Net) are routine. These ever escalating costs dramatically impact the negotiated economic package. Monies allocated to fund health and welfare costs diminish the amount of money available for wage increases. This health and welfare funding crisis is not unique to the xpedx negotiations. We are encountering the crisis everywhere.

We may increase our pressure against xpedx and its parent company, International Paper, through a local leafleting campaign coordinated with other local unions signatory to contracts with xpedx. A strike is possible but only as a last resort. We intend to do everything we can to forge an agreement that meets the needs of our members.

Mack to direct Port Division

Our Secretary-Treasurer, Chuck Mack, was appointed Director of the IBT Maritime Port Division by General President James Hoffa in July. Chuck is an ideal choice as he has both the enthusiasm and skill that this daunting task requires.

During his long career at Local 70, Chuck has watched the deterioration of driver conditions affecting Port drivers. At one time Teamsters delivered the containers and longshore employees unloaded them, but things have changed. Containers driven by owner-operators soon became the norm and containers went from truck to ship.

Conditions for drivers on the waterfront deteriorated quickly. Independent drivers competed against each other and brokers could easily reward or punish drivers who complained about poor wages or conditions. The waterfront industry prospered at drivers' expense.

Turning his attention to the plight of Port drivers, Chuck drives home the point: "Port drivers are not scabs. They are not willingly driving themselves into bankruptcy. They deserve the same right to security and opportunity as you and me. Together we must end this exploitation and bring dignity and economic justice to everyone on the waterfront."

With Chuck's awareness of the needs of the waterfront industry and his concern for our national security, he is the perfect person to balance these interests and re-invigorate our efforts to bring justice to those who have labored so long for so little.

Honing skills at Steward

Looking for solid education on how to be a more effective steward, more than 75 Shop Stewards attended Local 70's quarterly Stewards Council Meeting at the end of July. Stewards came from a host of industries including freight, UPS, beverage, waste disposal, warehouse and production and were joined by Local 70 Business Agents and Executive Board members.

IBT Education Director Mary Hardiman led a lively discussion about the day-to-day problems that arise in all kinds of industries. She reviewed with the stewards the duties and responsibilities of the job. She also offered some new ideas on how to activate and educate their members back on the job.



Filling the void—and more. (L to R) Larry Smith, UPS Package Driver; Bob Aiello, Albertsons Driver; Larry Aiello, Trustee; Bruce Kelley, Jack-of-All-Trades, served lunch at the Stewards Council meeting.

Organizing U
by

ODUS HAL

It'll never be over at Overnite

Local 70 has won a battle in the Overnite Transportation war. With the cooperation of two of the Local's supporters, a class action lawsuit was filed over the company's failure to provide rest breaks and meal periods to its drivers.

After a year of litigation, the company caved in and settled. They agreed to implement procedures to ensure that drivers receive all the rest breaks and meal periods to which they are entitled under law. Drivers are entitled to two 10-minute rest breaks every 8 hours, and a third rest break after 10 hours. Additionally, they are entitled to one 30-minute meal period during the first 8 hours, and a second meal period after 10 hours.

Overnite has agreed to pay a penalty to the drivers in the Hayward facility in addition to implementing statewide procedures. The lawsuit undercuts Overnite's ability to

In Memoriam



Noel Eben

9/12/33 – 8/02/03

Noel Eben, a Local 70 member since 1969, former dispatcher and friend, died on August 2, 2003.

Noel applied for membership in July of 1968 and was initiated to full membership in January 1969 when he worked for Malsbary Manufacturing as an assembler. He then worked out of the Hiring Hall and in the early 1970's secured seniority with Lucky Stores. Elected Dispatcher by the

Stewards Council meeting

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Mary Hardiman speaks to stewards who attended the Stewards Council Meeting at the end of July.

Secretary-Treasurer Chuck Mack kicked off the seminar with an update on challenges and opportunities facing the Teamsters Union. Mack emphasized the importance of the stewards system and what it means to Teamster power.

Lou Marchetti, who serves as the Local's Political Coordinator, conducted voter registration and handed out political action flyers. He also told stewards how they can get involved and build strong worksite political organizations.

Steward Coordinator and Local 70 Vice President Milton Lewis put the program together. From inviting Hardiman and perfecting the agenda, to ordering the food – he did it all.

All Local 70 stewards are members of the Stewards Council. The Council meets quarterly to take reports from officers and officials, and to bring to the Teamster leadership's attention problems or issues at their worksites. The next meeting is slated for October.

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undermine fair union contractors, and exposes them for what they are.

Thanks to David Rosenfeld of the firm Weinberg, Roger & Rosenfeld, for pursuing the case for Local 70. We're looking to take on other non-union trucking companies who cheat their workers of rest breaks and meal periods.

Diamond Floor Covering

Local 70 filed for a National Labor Relations Board representation election for the 20 warehouse workers and drivers at Diamond Floor Covering in Livermore. We expect the election to be held sometime in October.

Diamond Flooring's Los Angeles operation is under contract with Teamsters Local 986. We're confident that we'll be able to get an agreement if we win the election. We'll keep you updated.

membership in 1975, he retired from Teamsters Local 70 in 1992.

Noel played a key role in the 1978 chain store strike and was accused by Lucky Stores of strike-related misconduct. The arbitrator restored his leave of absence and maintained his seniority status with Lucky Stores.

During his tenure as a member and official of Local 70, Noel made many friends. More than 200 of his Local 70 friends came to his services to remember and honor him. Teamsters Local 70 misses his good humor.

On behalf of our membership, we extend our condolences to Noel's wife Barbara, and to his entire family.

Secretary-Treasurer's Report

Chuck Mack



Endorsements are based on record

As you can see, the major issue in this edition of the Teamster paper is the recall election. We're asking members and their families to vote NO on the recall and then vote YES for Cruz Bustamante, the current Lieutenant Governor, in the event that the recall succeeds.

The recommendations may be inconsistent but they are realistic. Working families can't run the risk of having the recall pass and Bustamante losing to an anti-worker candidate by one or two percentage points. It would be irresponsible for unions to remain mute.

We're aware that not all members will agree with these recommendations. It's your right to look, listen and then vote any way you choose.

You should know that Teamster endorsements are not driven by a candidate's political party or personality. Rather they reflect the candidate's record. How did they vote or what is their position on worker issues? Do they support overtime after eight, card check recognition for organizing, and family medical leave? Do they support the right to strike and will they stand with our members on the picket line? Guns, abortion and gay marriage are important issues, but they don't figure in our endorsement decision.

We've been distributing election information at worksites over the past month. Our members understand what's at stake. You'll make the right decision.

Frying pan to the fire

General President Hoffa asked me to serve as IBT Port Director and I've accepted. The job will be in addition to my responsibilities at Local 70 and Joint Council 7. A little more time, a little more travel, and a host of big challenges.

The task is daunting but the possibilities immense. The 50,000-plus drivers working at U.S. ports are among the most exploited workers in the country. They need representation. They need a sustainable wage. They need health care for their families. They need a pension.

But most of all, they need respect. This is as much a moral issue as it is economic. The Teamster commitment to organize port drivers is what unions are all about. We're doing the right thing.

Centennial

Local 70 and the International both celebrated their 100th birthday in September with a two-day affair in Washington, D.C. It was great. 5,000 union officers, political leaders, members and guests came from all over the country to reflect proudly on the Teamster past and our many accomplishments and also to look to the future, discussing how we can make the Teamsters an even more powerful voice for workers.

Former President Bill Clinton and U.S. Senator Hilary Clinton spoke at different points in the day. They electrified the crowd with a vigorous defense of the union in our society.

Local 70 celebrates our Centennial, on September 27 at the union hall, after this paper has gone to press. We anticipate hundreds of current and retired

members and friends coming together to commemorate the Local's accomplishments over the last century and also to look ahead. We look forward to sharing pictures and stories in the next issue of the paper.

Short Notes

Ward Connerly Strikes Again

The principal author of Prop 209 has put another divisive issue on the ballot for the October 7th election. Prop 54 would bar state and local governmental agencies from collecting data on race and ethnicity. This would make it virtually impossible to determine if a state or local governmental agency is acting in a discriminatory manner.

Prop 54 would hurt working families in a number of ways. It prevents the collection of information that would assist educators in developing programs to make the educational system more responsive to students of color. It also blocks information gathering on health related issues that public health officials rely on to prevent illness.

In short, this is a really bad idea. Please vote NO on Prop 54.

Wal-Mart Battle Continues

The Wal-Mart battle hasn't been lost in the election shuffle. We just won a victory at the Oakland, Planning Commission, but it appears that the battle of battles with this economic behemoth will be fought early next year in Contra Costa County.

Several months ago the Board of Supervisors passed legislation prohibiting Super Centers on county land. Wal-Mart responded by dumping a bundle of money into a petition campaign and paid for enough signatures to get the matter on the March ballot.

Likely victory in Fremont

Local 70's lawsuit against the City of Fremont truck ordinance is winding down. Details are still being worked out but it looks like the City has committed to four things:

1. refunding the fines paid by our members
2. reconfiguring truck routes so they are fair, realistic and flexible
3. joining with Local 70 in petitioning the court to expunge vehicle code citations from the driving record of members, and
4. paying our attorney fees.

Final settlement could come as soon as October.

Thank you, Blanca

Blanca Martinez, long time secretary to Joe Silva and me, retired at the end of May. We will miss her.

Blanca came to Local 70 in 1975 to work on health and welfare. She then became secretary for the Business Agents before we snagged her.

Blanca was feted at a retirement dinner at Francesco's in July, and heard testimonials from Local 70 members and officers as well as officials and staff from Joint Council 7 Local Unions. Blanca, we wish you a wonderful retirement. You deserve it.

Flu Shot Days

How about a flu shot? If that's on your agenda, you'll be able to get one at Teamsters Local 70's Auditorium on three different Fridays:

October 3, October 17, October 31
11:00 a.m. to 3:00 p.m.

The cost per shot is \$20.00. There's no need to make appointments in advance. Members can drop by and be accommodated. Family members and friends are also welcome.

Local 70 members who are sick or hurt may have benefits coming.

Sick Benefit Fund

Monthly Meetings—
2nd Tuesday • 7:30 p.m.
 800-243-1350 or 510-569-9317

In order to be eligible for Sick Benefits, claims must be filed at Local 70's office within thirty (30) days of disability. Also dues, for the previous month, must have been paid on time.

Summary Annual Report

East Bay Drayage Drivers Security Fund

This is a summary of the annual report of the East Bay Drayage Drivers Security Fund, E.I.N. 94-6073020, Plan No. 501, for the year ended October 31, 2002. The annual report has been filed with the Pension and Welfare Benefits Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contracts with The Union Labor Life Insurance Company, Vision Service Plan, Golden West Dental & Vision, Kaiser Foundation Health Plan, Inc., Delta Dental Plan of California and PacificCare of California to provide certain medical, dental, prescription, vision, AD&D and life insurance benefits incurred under the terms of the plan. The total premiums paid for the plan year ended October 31, 2002 was \$25,744,583.

Because they are so called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ended October 31, 2002, the premiums paid under such "experience-rated" contracts were \$12,486,793 and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$10,524,356.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$12,941,057 as of October 31, 2002, compared to \$17,697,512 as of November 1, 2001. During the plan year, the plan experienced a decrease in its net assets of \$4,756,455. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$21,990,747 including employer contributions of \$19,816,333, participant contributions of \$1,477,757, realized gains of \$337,727 from the sale of assets, and earnings from investments of \$358,930.

Plan expenses were \$26,747,202.

These expenses included \$1,291,932 in administrative expenses and \$25,455,270 in benefits paid to or for participants and beneficiaries.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An independent auditor's report;
2. financial information and information on payments to service providers;
3. assets held for investment;
4. transactions in excess of 5% of the plan assets; and
5. insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write the office of Thomas P. Corcoran, who is the administrative manager, 1333 Willow Pass Road, Suite 200, Concord, CA 94520-7930, (925)798-2550. The charge to cover copying costs will be \$10.00 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan (1333 Willow Pass Road, Suite 200, Concord, CA 94520-7930) and at the U.S. Department of Labor in Washington D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Local Union 70, City of Oakland, CA International Brotherhood of Teamsters

TRUSTEES REPORT JULY 2003

INCOME

Membership Dues	\$200,698.69
Initiation and Re-initiation Fees	10,750.67
Withdrawals and Transfers	4.50
Assessments & Fines	12,354.75
Non-member fees	1,229.75
Funds for transmittal for members	492.25
Other Receipts (Schedule A)	3,205.05
Mandatory Drug Test	598.80
Total income	\$229,334.46

EXPENSES

Salaries	\$97,174.74
Expense allowances	7,225.00
Per capita tax	57,124.69

Total expense

Net income

Contributions	2,800.00
Benefits Paid	39,431.25
Funds for transmittal	337.00
Refunds-Dues	972.05
Refunds—Ini and Reini	64.00
Refunds-Other	42.00
Office and administrative	22,972.22
Legal Fees	3,269.25
Arbitration Fees	3,915.62
Other Professional Fees	2,751.65
Taxes	9,029.36
Organizing Expense	77.45
Meeting and committee expenses	2,311.14
Auto expenses	3,801.98
Out of town travel expenses	2,437.22
Other expenses (Schedule B)	12,253.88
Total expense	\$267,990.50
Net income	(\$38,656.04)

STATEMENT OF ASSETS & LIABILITIES As of July 31, 2003

Assets	July 31, 03	June 30, 03	\$ Change
General Fund-Checking Acct.	30,289.86	76,499.37	(46,209.51)
Petty Cash	850.00	850.00	0.00
General Fund-Savings Acct.	13,376.60	13,374.89	1.71
General Fund-CD	632,794.24	632,290.73	503.51
Cash in Special Funds	70,361.39	70,304.01	57.38
Land	161,487.99	161,487.99	0.00
Buildings	196,664.56	196,664.56	0.00
Office Furniture/Equipment	19,008.65	19,008.65	0.00
Other Assets	16,764.79	16,764.79	0.00
Total Assets	\$1,141,598.08	\$1,187,244.99	(\$45,646.91)
Liabilities & Equity			
Payroll Liability	301.73	194.04	107.69
Long Term Liabilities: Obligations	1,300,749.68	1,307,848.24	(7,098.56)
Total Liabilities	\$1,301,051.41	\$1,308,042.28	(\$6,990.87)
Equity			
Opening Balance Equity	(92,385.88)	(92,385.88)	0.00
Net Income	(67,067.45)	(28,411.41)	(38,656.04)
Total Equity	(\$159,453.33)	(\$120,797.29)	(\$38,656.04)
Total Liabilities & Equity	\$1,141,598.08	\$1,187,244.99	(\$45,646.91)

SCHEDULES

Schedule A—Other Receipts

Sale of Supplies	196.00
Rent	750.00
Membership application Fee	373.00
Interest-General Fund checking	40.68
Interest-Citizens Funds	1.71
Interest-Washington Mutual Savings	7.47
Interest-Washington Mutual CD	49.91
Interest-McM Funds	503.51
Returned Check (Fines total)	25.00
Check Write Off/Prior year	162.00
Reimbursements-Other Receipts	653.77
Insurance (Benevolent)	442.00
Total Income	\$3,205.05

Schedule B—Other Expenses

Sick Benefit Payments	5,075.00
Interest-IBT Loan	5,449.37
Pest Control Services	120.00
Janitorial Supplies	24.61
Gardening Service	325.00
Drug Test	299.40
Security System	191.50
IBT Assessment	19.00
Total Other Expenses	(\$11,503.88)

In Memoriam

Local 70 Obituaries

ANDERSON, Lester, August 25
 CAPP, Robert, July 29
 EBEN, Noel, August 2
 GOIAS, Henry, July 14
 GONSALES, John, July 24

HARRIS, John, June 26
 KOPACZ, Stanley, July 17
 PETERSON, Donald, April 3
 SAMS, Ronald, August 17
 SPENCER, Charles, June 26

Local 70 updates phone system

To improve member service, starting in October, when you call the Local Union you will hear a friendly automated attendant that will enable you to be easily routed to your desired party's extension (24 hours a day, 7 days a week). You will also be able to get important health and welfare and general information.

of fighting for working families

is a celebration of the finest spirit," said James P. Hoffa, president. "It has always been, and should be, a time for working families to join together."

The program were devoted to the union's first century, including honoring the union's oldest retirees, recognizing their own centennials, the presentation of the union's award, and a 45-minute video detailing milestones.

Gephardt (D-Missouri)—the first woman for U.S. President, former Vice President, and Senator Hillary Clinton (D-New York)—the first woman to be elected on worker rights and the first woman to be elected as a worker. Also speaking were Sen. Lewis (D-Georgia) and AFL-CIO President. The evening was capped off by singer Lee Greenwood. The event provided an important opportunity to look back at our history and note our progress. Joint Council 7 President Chuck Mack used the celebration as a time to reflect on building Teamster power over the last 100 years.



President Hoffa shares thoughts with Sen. Hillary Clinton

"We have accomplished much in 100 years," Hoffa said. "Let us remain mindful of the tasks ahead. Let us remain true to our union brothers and sisters. And let us remain united as we build a powerful future for all working families."



18 local unions, including Local 70, were recognized for celebrating their own centennials in 2003.

Mack named Teamsters Port Director

Joint Council 7 President and International Vice-President Chuck Mack has been appointed by General President Hoffa to fill the position of Port Division Director for the International Union.

"Chuck Mack knows the importance of organizing," said Hoffa. "By naming him to head our Port Division, we are reaffirming our commitment to organize port drivers throughout the United States and Canada."

The Port Division monitors the economic impact of federal and port activities on current port Teamster members and assists local unions in expanding Teamster power in our ports. With a visible presence on the waterfronts, Teamster members and truck drivers work operating tug boats and ferries, unloading and prepping imported automobiles, hauling containers and bulk cargo and manning waterfront warehouses.

The division also organizes campaigns to insure Port workers share in the wealth created by today's global economy and vigorous international trade. The Port Division is currently working with anti-trust lawyers to de-

velop a plan to organize the more than 50,000 owner-drivers who haul containers and bulk cargo at U.S. ports.

"Our port trucking operations are a disaster, the weak link, the Achilles heel of the global economy," Mack said upon being appointed. "I look forward to working with the other waterfront unions and industry leaders to make port trucking dependable, efficient and profitable, and to bring justice and sustainable wages to the port drivers."

One of Mack's priorities is to organize the owner-drivers so that they can improve their overall working conditions. "Owner-drivers often have no voice when it comes to port safety or economics," Mack said.

Under a new measure proposed by the U.S. Coast Guard, port facilities will have the responsibility for making safety assessments and training security personnel with very little input from owner-drivers. "We will monitor these rules and voice our concerns to government and port officials on behalf of those workers."

RETIREE CLUBS

Local 85 Retiree Club "Hitchin' Post"

Weekly meetings/home-cooked luncheon - every Thursday, 12 Noon
Pacific Rod and Gun Club, 520 John Muir Drive, San Francisco
Marion "Mike" Lombardo, President

Local 278 Retiree Club

Second Wednesday—every three months, 12:30 p.m. at Granada Café, 4753 Mission Street, San Francisco.
Next luncheon: December, 2003.
John Casaccia, President

Local 315 Retiree Club

Third Tuesday of every month, 10 a.m. at Local 315's Hall, 2727 Alhambra Avenue, Martinez
Dick Fleming, President

Local 490 Retiree Club

Second Thursday of every month, 10 a.m. at Local 490's Hall, 445 Nebraska Street, Vallejo
John Donahue, President

Local 921 Retiree Club

Monthly luncheon - second Tuesday, 12 Noon at the Pinch Hit, 6251 Third Street, San Francisco
Vic Sangervasi, Chairman

Central Coast Retiree Club

Last Thursday of the month at Local 890, 207 North Sanborn Road, Salinas.
Don Smith, President

East Bay Teamster Retirees

Monthly meeting on third Wednesday, 11 a.m. at Local 70, 70 Hegenberger Road, Oakland.
Ernie Freitas, President

North Coast Teamsters Retiree Club

Meetings/luncheons held third Friday of the month at Labor Center, 1710 Corby Avenue, Santa Rosa, 12 Noon
Warren Sallady, President

Sacramento Teamsters Retiree Association

Meets last Wednesday of each month, 1 p.m. at Local 150's Hall, 7120 East Parkway, Sacramento, upstairs.
Eddie Bedrosian, President

Teamsters Retiree Club of Santa Clara County

Monthly meetings are third Thursday, 10:30 a.m. at Local 287, 1452 No. 4th Street, San Jose.
Gilbert Garcia, President

Wine & Spirits Retiree Club

A letter will be sent out to members with meeting information.
Art Royce, President

Teamsters Retiree Association of Local 137, Eureka

Meeting every second Monday, 2 p.m. at Laborer's Hall, 840 "E" Street, Eureka.
John Stewart, President

In Memoriam

Joint Council 7 officers extend condolences to the family and friends of the following Teamster members who died recently

SHAFFER, William, Local 15
ANDERSON, Lester, Local 70
CAPP, Robert, Local 70
EBEN, Noel, Local 70
GOIAS, Henry, Local 70
GONSALES, John, Local 70
HARRIS, John, Local 70
KOPACZ, Stanley, Local 70
PETERSON, Donald, Local 70
SAMS, Ronald, Local 70
SPENCER, Charles, Local 70
WINDSOR, Bob, 70, 856, 896
CROSS, Donald, Local 78
LAZZARI, Cora, Local 78
MORENO, Jose, Local 78
ROSEN, Carl, Local 78
ROWELL, Major E., Local 78
SANTOS, John, Local 78
BYCSEK, Peter, Local 85
LINEHAN, James, Local 85
SCHNEIDER, Almer, Local 85
WARD, Ron, Local 85
ZDUNICH, Martin, Local 216
LEWIS, Dale, Local 287
SOTELO, Louis, Local 287

CABRAL, Manuel, Local 315
CARINI, Roy, Local 350
GONZALEZ, Ramon, Local 350
TIJERINO, Tomas, Local 484
BEYER, Daniel, Local 624
BLAIR, Donald, Local 624
BISIO, Bert, Local 665
KARAS, Steven, Local 665
LEWIS, Roy, Local 665
TYREE, Quincy "Elmo", Local 665
BIDWELL, Michael, Local 853
CASLIN, Louis, Local 853
COVERT, Richard D., Local 853
JACKSON, Glorice, Local 853
MANNING, John, Local 853
STUART, John E., Local 853
LOBO, Agnes, Local 856
PULIDO, Evangeline, Local 856
CABRERA, Elias, Local 890
GALLEGOS, Robert, Local 890
GUERRERO, Miguel P., Local 890
MCCORMICK, Jack E., Local 890
SANTANA, Ramon, Local 890
SOLORIO, Natividad, Local 890
JOHNSON, Stanley Eugene, Local 921

JOINT COUNCIL 7



Executive Board

Chuck Mack...President
Steve Mack...Vice President
Robert Morales...Secretary-Treasurer
Rome Aloise...Recording Secretary
Ernie Yates...Trustee
Carlos Borba...Trustee
Franklin Gallegos...Trustee

Delegates' Meetings

The regular 2003 delegates' meetings are held the first Tuesday in February, April, June, August, October and December.

Nominations & Elections — International Constitution October, 2003

The following excerpts from the International Constitution apply to all nominations and elections in Teamster Locals: **ARTICLE XXII, Section 4(a):**

To be eligible to nominate and otherwise participate in the nominations meeting, a member must have his dues paid through the month prior to the month in which the nominations meeting is held. Nominations shall be made at the meeting by a member in good standing other than the nominee by motion seconded by a member in good standing other than the nominee. Candidates must accept nominations at the time made either in person, or, if absent, in writing, and may accept nomination for only one office. A member may also run for and be elected as a Business Agent or Assistant Business Agent as provided in Article XXII, Section 8, and may hold both the office and the position if elected to both.

ARTICLE XXII, Section 4(b):

The Local Union Executive Board shall have the authority to establish all rules and regulations for the conduct of the election to supplement the provisions

of the International Constitution and the Local Union Bylaws, including the authority to use mail referendum balloting or absentee balloting without membership approval. Absentee voting by mail shall be permitted only upon application of members who are ill or absent from the city or town where they are normally employed at the time of voting because on vacation or on employment tour of duty. The Local Union Executive Board may permit additional reasons for absentee balloting if they so desire. Application for absentee ballots shall be made to the Secretary-Treasurer of the Local Union not less than five (5) days prior to the date set for election and shall contain the grounds therefor. Absentee ballots shall be valid only if they are received by noon of the day on which the polls close.

(NOTE: The International Union recommends that prospective nominees be advised to verify, in advance of the nominations meeting, the eligibility of the nominators and seconders).

ARTICLE XXII, Section 4(c):

To be eligible to vote in the election, a

member must have his dues paid up through the month prior to the month in which the election is held.

ARTICLE II, Section 4(a)(1):

To be eligible for election to any office in a Local Union, a member must be in continuous good standing in the Local Union in which he is a member and in which he is seeking office, and actively employed at the craft within the jurisdiction of such Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold office if elected. Continuous good standing means compliance with the provisions of Article X, Section 5, concerning the payment of dues for a period of twenty-four consecutive months, together with no interruptions in active membership in the Local Union for which office is being sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Provided, however, that if a member on withdrawal deposits his card in the month immediately following the month for which it was ef-

fective and pays his dues for both months in a timely manner as provided in Article X, Section 5(c), such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

(NOTE: In addition to the foregoing Constitutional provisions, the International advises that: Elected officers of the Local Union, shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated as well as to any convention of any subordinate body that may take place during their term of office. Elected Local Union officers shall be delegates to such conventions in the order of priority set forth in the Local Union Bylaws. If the Bylaws do not set forth an order of priority, the principal executive officer shall have first priority, followed by the remaining elected officers in the order determined by the Executive Board.

Members are advised to consult the Bylaws of their Locals for additional rules concerning nominations and election procedures).

BULLETIN BOARD

Local 15, Union City

Membership meetings: The fourth Monday of the month, 3:30 p.m. The October 27 and November 24, 2003 meetings will be held at Teamsters Local 853, 2100 Merced Street, Suite B, San Leandro.

Chuck Davis, Secretary-Treasurer

Local 70, Oakland

Regular Membership meetings: Fourth Thursday of the month, 7 p.m., 70 Hegenberger Road, Oakland.

NOTE: Due to the Thanksgiving holiday, the November Membership meeting will be held the third Tuesday of the month.

Chuck Mack, Secretary-Treasurer

Local 78, Hayward

Membership meetings: Fourth Monday of the month, 7:30 p.m., 492 C Street, Hayward.

Bakery Division Quarterly meetings:

Second Tuesday in March, June, September and December, 5 p.m., at 492 C

Street, Hayward

Steve Mack, Secretary-Treasurer

Local 85, San Francisco

Regular Membership meetings: Second Thursday of the month, 8 p.m. 2660 Newhall Street, San Francisco. Stewards' meeting is an hour prior. **NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS:**

The Nominations for Officers, Business Agents and Dispatchers will be held: Thursday, November 6, 2003, 8 p.m. at Local 85, 2660 Newhall Street, San Francisco, CA.

The offices and positions to be elected to a three-year term (January, 2004 through December, 2006) and the number of each is as follows: President (1); Vice President (1); Secretary-Treasurer (1); Recording Secretary (1); Trustees (3); Business Agents (4); Dispatcher No. 1 (1); Dispatcher No. 2 (1).

All positions are subject to lay-off depending on the financial condition of the Local Union. All determinations concerning eligibility to office are according to the International Constitution and the bylaws of Local 85. It

would be helpful for all members to bring their most current dues receipt to the Nominations Meeting. All nominations must be in writing. The forms will be available at the Meeting or in the Business Office in November. Where a nominee is unopposed at the regularly designated nominations meeting, there shall be no necessity for the election of such nominee and he shall be declared duly elected at such nominations meeting effective as of conclusion of the term of previous incumbent. In November, any prospective candidate may request the Secretary-Treasurer to review his or her eligibility to run for office prior to the nomination meeting. The Secretary-Treasurer must respond to such a request within five (5) days.

All members will be mailed a ballot in December, 2003, to his or her last known address.

IN DECEMBER, 2003, IF YOU ARE IN GOOD STANDING (PAID NOVEMBER, 2003 DUES) YOUR BALLOT WILL BE COUNTED. IF YOU ARE NOT PAID THROUGH NOVEMBER, 2003, YOU SHALL BE DECLARED INELIGIBLE AND YOUR BALLOT WILL NOT BE

COUNTED.

The ballots will be mailed and counted in December, 2003. If you have not received your ballot by December 2, 2003, please call Patti at (415) 330-8500.

The address indicated on your dues receipts will be the address your ballot will be mailed to. Therefore, if the address is incorrect, kindly call the dues department immediately.

"Write-in" voting is prohibited as per the International Constitution, Article XXII. "Walk-in voting" or "dropping off ballot" will not be permitted. The ballots should be returned by mail to the U.S. Post Office.

Please be advised that all of the positions are subject to lay-off, full-time, part-time, etc. to be decided by the Local Union Executive Board from time to time, depending on the financial condition of the Local Union.

The 50% meeting attendance requirement shall not be enforced as a condition of the eligibility to run for office in this election.

Copies of the International Constitution and the Local 85 Bylaws are available in the dues office during normal business hours.

Van Beane, Secretary-Treasurer

BULLETIN BOARD (cont.)

Local 278, San Francisco**General Membership meetings:**

Third Tuesday of the month, 7:30 p.m.
Slovenian Hall, 2101 Mariposa St., San Francisco.

NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS AND BUSINESS AGENTS:

Nominations for Officers and Business Agents for Teamsters Local 278 will be made at the Regular Membership meeting as follows:

DATE: October 21, 2003

TIME: 7:30 p.m.

PLACE: Slovenian Hall, 2101 Mariposa Street, San Francisco, CA

Candidates for the offices of President, Vice-President, Secretary-Treasurer, Recording Secretary, three (3) Trustees, two (2) Business Agents, one (1) Business Agent/Organizer for a three (3) year term will be nominated at this meeting.

To be eligible to nominate, second nominations and otherwise participate in a nomination meeting a member must have his/her Union Dues paid through paid through September, 2003.

Every member in good standing who has paid his/her dues on or before the last business day of each month for 24 consecutive months prior to nominations shall be eligible to hold office if otherwise qualified under the International Constitution and the Bylaws of Local 278.

The election of officers and business agents will be by walk-in balloting in accordance with the following schedule:

DATE: November 21, 2003

TIME: 7:00 a.m. to 8:00 p.m.

PLACE: Offices of Teamsters Local 278
5 Thomas Mellon Circle, Suite 130, San Francisco, California 94134

To be eligible to vote a member must have his/her dues paid through the month of October, 2003.

Please take notice of the International Constitution provisions applicable to all nominations and elections for Teamsters Locals which are printed in this publication.

Jack Bookter, Secretary-Treasurer

Local 287, San Jose Membership meetings:

Second Tuesday of the month, 8 p.m.
1452 North 4th Street, San Jose

NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS AND BUSINESS AGENTS:

Nominations for Officers and Business Agents for Local 287 will take place:

DATE: Tuesday, September 30, 2003 at a Special Called Meeting

TIME: 8:00 p.m.

PLACE: Teamsters Local 287, 1452 North Fourth Street, San Jose

Candidates for the offices of President, Vice-President, Secretary-Treasurer, Recording-Secretary, three (3) Trustees and five (5) Business Agents for a three (3) year term will be nominated at this meeting.

To be eligible to nominate, second nominations and to otherwise participate in the nomination

meeting, a member must have his dues paid through August 2003. Every member in good standing who has paid his/her dues on or before the last business day of each month for twenty-four (24) consecutive months immediately prior to nominations shall be eligible to hold office if otherwise qualified under the International Constitution and the By-laws of Teamsters Local 287.

Prospective nominees are advised to verify, in advance of the nomination meeting, the eligibility of their nominators and seconders.

The election of Officers and Business Agents will be by mail referendum. Ballots will be mailed on October 17, 2003. Ballots must be received in the post office in accordance with the instructions contained in the envelope that includes the ballot no later than November 5, 2003. Ballots will be picked up from the post office, taken to the Union office and counted on November 6, 2003. To be eligible to vote, a member must have his/her dues paid through the month of October, 2003.

Please take notice of the International Constitution Provisions applicable to all nominations and elections in Teamster Locals which are stated in this publication.

Doug O'Neal, Secretary-Treasurer

Local 315, Martinez**General Membership meetings:**

Second Wednesday of the month, 8 p.m.
New Member Orientation begins at 7:15 p.m.

2727 Alhambra Avenue, Martinez

Dale Robbins, Secretary-Treasurer

Local 350, Daly City**General Membership Meetings:**

Thursday, December 11, 2003, 7 p.m.

San Francisco Electricians' Hall

55 Fillmore Street, San Francisco

NOTE: Due to the Christmas holiday, the San Jose Membership meeting will be held: Wednesday, December 17, 2003, 7 p.m. Teamsters Local 287, 1452 North Fourth Street, San Jose

Robert Morales, Secretary-Treasurer

Local 484, San Francisco**General Membership Meetings:**

Tuesday, December 9, 2003, 7 p.m.,
Spanish Cultural Center, 2850 Alemany Blvd., San Francisco.

For members north of the Golden Gate Bridge: Tuesday, December 16, 2003, 6 p.m., Carpenters' Hall, 1700 Corby Avenue, Santa Rosa

NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS:

In accordance with the I.B.T. Constitution, Article XXII, Section 4, Nominations and Election of Officers will be held as follows:

NOMINATIONS:

5 p.m., Tuesday, October 14, 2003, at Local 484, 4271 Mission Street, San Francisco, California. Officers to be nominated for a three year term commencing January 1, 2004, are as follows: President, Vice President, Secretary-Treasurer, Recording Secretary, three (3) Trustees.

To be eligible to nominate or second a nomination, a member must have his/her dues

paid through the month of September, 2003. To be eligible for office, a member must be in continuous good standing in Local 484 for a period of twenty-four (24) consecutive months prior to nominations. Prospective nominees are advised to verify in advance of the nominations meeting, the eligibility of their nominators and seconders and themselves.

ELECTIONS:

Tuesday, December 2, 2003. Elections will be held at two (2) locations: Spanish Cultural Center, 2850 Alemany Blvd., San Francisco – polls open from Noon to 6:30 p.m., and also at Carpenters' Hall, 1700 Corby Avenue, Santa Rosa-polls open from 11:30 a.m. to 5:30 p.m. Election will be conducted under the supervision of the election committee. To be eligible to vote, a member must have his/her dues paid through the month of November, 2003.

Nominations and Election of Officers will be governed by the provision of the I.B.T. Constitution, portions of which are printed on Page 6 of this newspaper.

John Bottali, Recording Secretary

Local 490, Vallejo**Membership meetings:**

Second Tuesday of the month, 7 p.m.

445 Nebraska Street in Vallejo.

NOTICE OF NOMINATIONS AND ELECTION FOR OFFICE IN LOCAL 490:

Nominations: 7:00 p.m., Tuesday, November 11, 2003, at 445 Nebraska Street, Vallejo, California. Officers to be nominated for three-year terms are: President, Vice President, Secretary-Treasurer, Recording Secretary, and three (3) Trustees. To be eligible to nominate, a member must have his/her dues paid through the month of October, 2003.

To be eligible for election to any office in the Local Union, a member must be in continuous good standing in the Local Union in which he/she is a member and in which he/she is seeking office, and actively employed at the craft within the jurisdiction of such Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5 of the I.B.T. Constitution concerning payment of dues for a period of twenty-four (24) consecutive months, together with no interruptions in active membership in the Local Union because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments.

Elections: The election shall be by mail referendum ballot. The ballots will be counted on Saturday, December 20, 2003. To be eligible to cast a valid ballot, a member must have his/her dues paid through the month of November, 2003, no later than 12:00 Noon on Friday, December 19, 2003. Ballots will be mailed on Wednesday, November 26, 2003. Request for duplicate ballots because of spoiled or mismarked ballots or request for ballots because of allegations the ballot was never received shall be made to Local 490's office by the member requesting such dupli-

cate ballot. Such request must be made no later than the close of business (5:00 p.m.) on Wednesday, December 10, 2003.

Copies of the International Constitution, Local 490 by-laws, which contain rules governing elections, and the Rules and procedures applicable to the nomination and election of officers are available at Local 490's office.

Carlos Borba, Secretary-Treasurer

Local 624, Santa Rosa Membership meetings:

Fourth Thursday of the month, 7:30 p.m.
Santa Rosa Veterans Building, 1351 Maple Street, Santa Rosa

NOTE: Due to the Thanksgiving holiday, the November Membership meeting will be held the third Thursday of the month.

Bob Carr, Secretary-Treasurer

Local 665, Daly City**Regular Membership meetings:**

Fourth Tuesday of the month, 7 p.m.
295 89th Street, Suite 306, Daly City.

Ernie Yates, Secretary-Treasurer

Local 853, San Leandro

Membership meetings are held the second Thursday of the month, 7 p.m.

October meeting: 701 South B Street, San Mateo. November meeting: 1700

Marina Blvd., San Leandro

Rome Aloise, Secretary-Treasurer

Local 856, San Bruno

Regular Membership meetings are held at Local 856's Chetcuti Hall, 453 San Mateo Avenue, San Bruno:

Tuesday, October 21, 7 p.m.

Annual Thanksgiving meetings:

Tuesday, November 18, 6 p.m., Best Western Grosvenor Hotel, 380 South Airport Blvd., South San Francisco.

For members who reside in the Sacramento area – Thursday, November 20, 6 p.m., Teamsters Local 150, 7120 East Parkway, Sacramento

Michael J. McLaughlin, Secretary-Treasurer

Local 890, Salinas

Membership meetings: Regular Membership meetings are held the second Thursday of the month, 8 p.m. at 207 North Sanborn Road, Salinas.

Franklin L. Gallegos, President

Local 896, Oakland**Northern California Soft Drink**

Saturdays, 10 a.m. at Local 896, 8400 Enterprise Way, Oakland: October 25, November 22

Northern California Anheuser-Busch, Inc., Fairfield

At Suisun Senior Center, 318 Merganser Drive, Suisun. Tuesday meetings - 5 p.m., Sunday meetings - 9:00 a.m.:

October 28, November 25

NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS

This is the official notice of scheduled nomination and election for the offices of

BULLETIN BOARD (cont.)

Secretary-Treasurer (Principal Executive Officer), President, Vice-President, Recording Secretary, three (3) Trustees and one (1) Business Representative - Northern California. These officers will serve a three (3) year term commencing on January 1, 2004 and expiring on December 31, 2006.

Nominations Meetings shall be held on November 1st and 2nd, 2003 as follows:

Branch 1 (Northern CA Soft Drink)
Saturday, November 1, 10 a.m., Local 896 Office, 8400 Enterprise Way, Oakland, CA 94621

Branch 2 (Anheuser Busch, Fairfield)
Sunday, November 2, 8:30 a.m., 318 Merganser Drive, Suisun, CA 94585

Nominations must be made orally from the floor. To be eligible to nominate or second a nomination, a member must have his/her dues paid through October, 2003. Article XXII, Section 4(a) of the International Constitution requires that the nominations be made at the nominations meeting by a member in good standing, other than the nominee, and seconded by a member in good standing, other than the nominee. Prospective nominees are advised to verify, in advance of the nominations meeting, the eligibility of the nominator and seconder.

Candidates must accept the nomination either in person or, if absent, in writing at the time such nomination is made and accept nomination for only one (1) office.

To be eligible for election to any office in the Local Union, a member must be in continuous good standing and actively employed at the craft within the jurisdiction of the Local for a period of twenty-four (24) consecutive months prior to the month of nominations for said office and must be eligible to hold office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5 of the International Constitution concerning the payment of dues for a period of twenty-four (24) months together with no interruptions in active membership in the Local assessments. Periods of unemployment during the twenty-four (24) month period preceding the nomination shall not be considered a break in active employment in the craft within the jurisdiction of the Local if the nominee was actively seeking and available for employment in the craft and not working outside the craft during such periods of unemployment.

Officers elected in the forthcoming election, shall, by virtue of such election, be delegates to an International Convention, to the extent permitted by the Consent Decree in U.S. vs. IBT and the International Constitution and the officers elected in the forthcoming election shall be delegates to all Teamsters subordinate bodies and all other conventions in accordance with the provisions of the International Constitution and Bylaws of the subordinate body or other organizations.

To be eligible to vote in the election a member must have his/her dues paid through the month of November, 2003. Members have until 4:00 p.m. on Wednesday, December 3, 2003 to self-pay their quarterly dues to the Local Union office to restore and/or

maintain their good standing status in order to have their votes counted on Thursday, December 4, 2003. Members who are signed up for dues checkoff will have their dues deducted in the usual manner. However, please verify the deduction on your check stubs. If you have been on layoff, disability, work-related injury or have not received a paycheck and dues have not been deducted, you are responsible for the dues payment for that month.

The election will be conducted by mail referendum balloting. It is anticipated that ballots will be mailed to the membership on or about November 12, 2003 and all ballots must be received in the Post Office Box by 5:00 p.m., Wednesday, December 3, 2003 in order to be counted on December 4, 2003. Observers are welcomed. Any member not receiving a ballot by November 21, 2003 should immediately contact the Local Union office.

It is each member's responsibility to ensure that the Local Union has his/her correct address. If you have moved recently or if you have not received correspondence from the Local Union or the International magazine, please notify the Local Union of your correct address immediately.

Since the nominations and election will be governed by the International Constitution and the Local Union bylaws, it is strongly suggested that all members familiarize themselves with the applicable provisions in those documents, which are available upon request. Note particularly the relevant portions of the International Constitution that appear on page 6 of this paper.

Rene Medrano, Secretary-Treasurer

Local 912, Watsonville

General Membership meetings - 22 E.

5th Street, Watsonville

Heavy Duty Sales:

Third Wednesday at 8 p.m.

Frozen Food and Cannery Apples:

Fourth Tuesday at 8 p.m.

NOTICE OF NOMINATIONS AND ELECTION OF OFFICERS:

Notice is hereby given of the nomination and election of the following officers of Local Union 912: Secretary-Treasurer (Principal Officer), President, Vice President, Recording Secretary, Trustees (3). The terms of office for these officers will commence on January 1, 2004, and conclude on December 31, 2006.

Nominations:

Nominations will be accepted at a special meeting to be held Saturday, November 15, 2003 at the Local Union Hall at 22 East 5th Street, Watsonville, California, at 10:00 a.m. Nominations must be made and seconded from the floor by members of Local 912 other than the nominee. Nominators and seconders must be members in good standing with dues paid through October, 2003. Nominees must accept nomination in person, or if absent, in writing for only one office. Written acceptances must be submitted to the Secretary-Treasurer, or his designated representative.

Eligibility to Nominate, Vote and Run for Office

Rules for eligibility to nominate, vote and run for office are printed at the beginning of the Bulletin Board section of the Newspaper, above. In order to nominate a candidate, dues for the month of October, 2003 must be paid prior to the nomination meeting. In order to have your ballot counted, dues for the month of November, 2003 must be paid prior to 5:00 p.m. on Tuesday, December 23, 2003. The eligibility of seasonal workers in the seasonal food industry to nominate and to vote is governed by Article XXII, Section 4 of the IBT Constitution. Such persons are eligible for these purposes if they:

- 1) were in regular employment during some period of the twelve (12) months prior to the election, and
- 2) produce satisfactory evidence that their dues were paid up through the last month of employment.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting. Requests should be submitted in writing to the Secretary-Treasurer or his designated representative.

Election

The election shall be by mail ballot. Ballots will be mailed on or about December 5, 2003, to the last known address of all active members and new applicants eligible for membership in Local 912. All ballots must be received in the post office in accordance with the instructions contained in the envelope that includes the ballot no later than December 26, 2003. Ballots will be picked up from the post office, taken to the Union office and counted beginning at 9 a.m. on December 29, 2003.

Protests

Any pre-election protests must be filed with the Local Union Secretary-Treasurer in accordance with the provisions of Article XXII, Section 5(a) of the International Constitution. Any post election protests must be filed with the Secretary-Treasurer of the Joint Council #7, in accordance with the provisions of Article XXII, Section 5(b) of the International Constitution.

Copies of these Articles of the International Constitution, the Local Union #912 Bylaws and the rules governing the conduct of this election are available, upon request, from the Local Union.

AVISO DE NOMBRAMIENTO Y ELECCION DE LOS OFICIALES

Por la presente se da este aviso con respecto al nombramiento y la elección de los siguientes oficiales del Local 912 de la Unión: Secretario-Tesorero (Oficial Principal), Presidente, Vice-Presidente, Secretario de Actas, Fiduciarios (3).

Los terminos de los puestos de estos oficiales comenzarán el 1º de Enero, 2004 y concluirán el 31 de Diciembre del año 2006.

NOMBRAMIENTOS

Se aceptarán nombramientos en la Reunión Especial de Miembros que se hará el sábado, 15 de Noviembre, 2003 en el Salón del Local de la Unión en 22 East Fifth St. Watsonville, CA, a las 10:00 de la mañana.

Los nombramientos se tienen que proponer y secundar desde el piso de la asamblea por miembros del Local 912 que no sean la misma persona nombrada. Los nombradores y secundadores tienen que ser miembros acreditados que han pagado sus cuotas de membresía hasta Octubre de 2003. Los Nombrados tienen que aceptar su nombramiento por escrito y por solo un puesto. Las aceptaciones escritas se tienen que someter al Secretario-Tesorero, o a su representante designado.

Elegibilidad para nombrar, votar y correr por un oficio

Las Reglas de elegibilidad para nombrar, votar y correr por un oficio se encuentran al principio de la la sección "Bulletin Board" de este periódico. Para nombrar a un candidate, la cuota del mes de octubre de 2003 se tiene que pagar antes de la junta para nombramientos. Para que se incluya su balota en la cuenta oficial se tiene que pagar su cuota para el mes de noviembre de 2003 antes de las 5:00 de la tarde, martes el 23 de diciembre de 2003. La elegibilidad de trabajadores temporales de la industria de procesamiento de alimentos se gobierna de acuerdo con el Artículo XXII, Sección 4 de la constitución de la IBT. Tales personas se considerarán elegibles con estos propósitos con tal de que:

- 1) Se contrataron en un trabajo regular durante alguna parte de los doce (12) meses antes de la elección; y
- 2) Proveen evidencia satisfactoria de que pagaron su cuota hasta el último mes en que trabajaron.

Se aconsejan a los candidatos potenciales que revisen su elegibilidad y la de sus nombradores y secundadores antes de la junta para nombramientos. Se debería de someter cualquier solicitud por escrito al Secretario-Tesorero o a su representante designado.

La Elección

La elección se conducirá por balota por correo. Se enviarán las balotas en aproximadamente el 5 de diciembre a la última dirección conocida de cada miembro o candidato elegible para la membresía en el Local 912. Todas las balotas se tienen que recibir en la oficina del correo de acuerdo con las instrucciones que se encuentran en el sobre con la balota no después del 26 de diciembre de 2003. Las balotas se recojerán de la oficina del correo y se llevarán a la oficina de la unión para contarse a las 9 de la mañana el 29 de diciembre de 2003.

Protestas

Cualquier protesta de antes de la elección se tiene que entregar al Secretario-Tesorero de acuerdo con los provisos del Artículo XXII, Sección 5(a) de la Constitución de la IBT. Cualquier protesta después de la elección se tiene que entregar al Secretario-Tesorero del Concilio Conjunto #7, de acuerdo con los provisos del Artículo XXII, Sección 5(b) de la Constitución de la IBT.

Se pueden solicitar al Local 912 copias de tales artículos de la Constitución de la IBT y las Reglas del Local 912 que gobiernan la conducta de esta elección.

Pamela T. Cheaney, Secretary-Treasurer